

# **FA 51 Leader Development Initiatives & Officer Personnel Management System Update**



**LTG Yakovac's briefing for  
the 2005 Acquisition Senior Leaders'  
Conference**

**23 August 2005**

**ACQUISITION SUPPORT CENTER**

## ***Purpose of this briefing***

- **Provide an overview of the Leader Development Plan for acquisition Captains, Majors and selected Civilians**
- **Relay latest information from ongoing evolution of the Officer Personnel Management System**

## ***What we are trying to accomplish:***

- Balance acquisition certification with acquisition leadership and doctrine training
- Prepare new AAC officers to take any MAPL-supported position
  - CSA OPMS guidance is to build “pentathletes”
  - MILDEP guidance is “diversity of experience” i.e. multiple certifications
- Provide certification training in multiple AOCs to new AAC officers
  - Too many AAC officers are currently single-tracked
- Develop LCMC commanders of the future
- Support the primary core competency of the AAC: “excellence in project and product management” by developing well-rounded leaders

## ***FA 51 Leader Development***

### **Two major opportunities:**

#### **1: Transition Army Acquisition Basic Course (AABC) into FA51 Basic Qualification Course (FA51 BQC)**

- AABC is good, but requires augmentation to meet strategic vision of “pentathletes”
- Normally attended prior to first AAC assignment

#### **2: Intermediate Level Education (ILE) and FA51 Intermediate Qualification Course (FA 51 IQC)**

- ILE (12-15 wks) starts in Oct '05 for other-than-ops career fields between 8<sup>th</sup> & 12<sup>th</sup> YOS at 4 course locations
- FA 51 IQC (4 wks); starts in Jan '06 at Univ of Texas - Austin

# ***FA51 Army Acquisition Basic Course and Basic Qualification Course Overview (FA 51 BQC)***

## **AABC**

- **Level I training in: A, C, R, T**
- **Level II training in: A**
- **Contingency Contracting**
- **9 Weeks**

## **FA51 BQC**

- **Expansion of AABC**
- **Level I training in: A, C, L, R, T**
- **Level II training in: A**
- **Contingency Contracting**
- **Level II training in EITHER**
  - **S & L**
  - **or C**
- **Emerging doctrine relevant to acquisition (such as FM 63-11)**

## ***FA51 Intermediate Qualification Course on Acquisition Leadership (FA51 IQC) Overview***

- The FA51 IQC is the Army Acquisition Corps' training supplementary to the Army's Core ILE
- Focuses on leadership, ethics, and management issues
- The course length is 20 training days (4 weeks); student load is 120 annually in four classes of 30 students; first class starts JAN 06
- AAC MEL 4 for YGs 94 and subsequent who have not attended CGSC or ILE by JAN 06 = Army Core ILE + FA51 IQC
- Conducted at University of Texas - Austin, co-located with Senior Service College Fellowship (SSCF)
- Incorporates guest speakers and site visits to warfighters and acquisition activities

# FA 51 Leader Development Initiatives

ACQUISITION SUPPORT CENTER

Army acquisition training concept as of JUN05  
effective as of JAN 06

**FA 51 Basic Qualification Course  
(certification focused)**

13 wks TDY

9 wks TDY

4 wks TDY

Location: Huntsville ALMC

**AABC**  
@CON 100  
@CON 101  
@CON 104  
CON 234  
LOG 101  
SAM 101  
IRM 101  
TST 101  
ACQ 101  
ACQ 201  
PMT 250  
\*LOG 102  
\*Doctrine

**LOG Concentration**  
\* STM 201  
\* LOG 201A  
\* LOG 201B  
\* LOG 235A  
\* LOG 235B  
\* Doctrine

**OR**

**Contracting Concentration**  
\*\*CON 202  
\*\*CON 204  
\*\*CON 210  
\*\* Doctrine

**FA 51 MEL-4  
Intermediate Q Course  
(leadership focused)**

12 wks TDY

4 wks TDY

**Core ILE**  
Locations:  
Belvoir  
Lee  
Gordon  
NPS

**\*\*AAC Doctrine & Leadership**  
Location:  
UT Austin IAT

**Planning assumption:**  
MEL 4 for FA 51 = Core + AAC LDR

**Acquisition assignment**

- “\*” - OCT 05 start
- “\*\*” - JAN 06 start
- non-asterisks are existing courses
- AABC saves approx 50% time over DAU courses & provides Army perspective
- G-3 says can attend ILE in any order

**FA51 Basic Q Course**

Provides Level 1 training for all students in:

- Lifecycle Logistics, Information Technology, Testing
- Contracting (plus Contingency Contracting)

Provides Level 2 training for all students in Program Management

Provides Level 2 training for 1/2 of each class in one of the following:

- Life Cycle Logistics and Systems Planning, Research, Development, and Engineering
- or
- Contracting

# Where the Army is going: OPMS update extract

**Extract from: OPMS 3 Update OASA (ALT) Senior Leader Development Meeting 15 Aug 05**



## Purpose...OPMS Change

**Change OPMS as required to meet current and future operational conditions:**

- OPMS was designed to be reviewed every 6 months
- Modularity
- Stabilization
- Active Component / Reserve Component Rebalancing
  - Base Realignment and Closure (BRAC) Commission
  - Army Force Generation (ARFORGEN) Model

Pre-decisional/FOUO

***"Adapting our forces to meet the challenges of the Global War on Terror (GWOT) will require a capabilities-based, modular, flexible and rapidly employable Joint Army Team." - The Way Ahead***

**Extract from: OPMS 3 Update OASA (ALT) Senior Leader Development Meeting 15 Aug 05**



## **Mission...OPMS Review**



Pre-decisional/FOUO

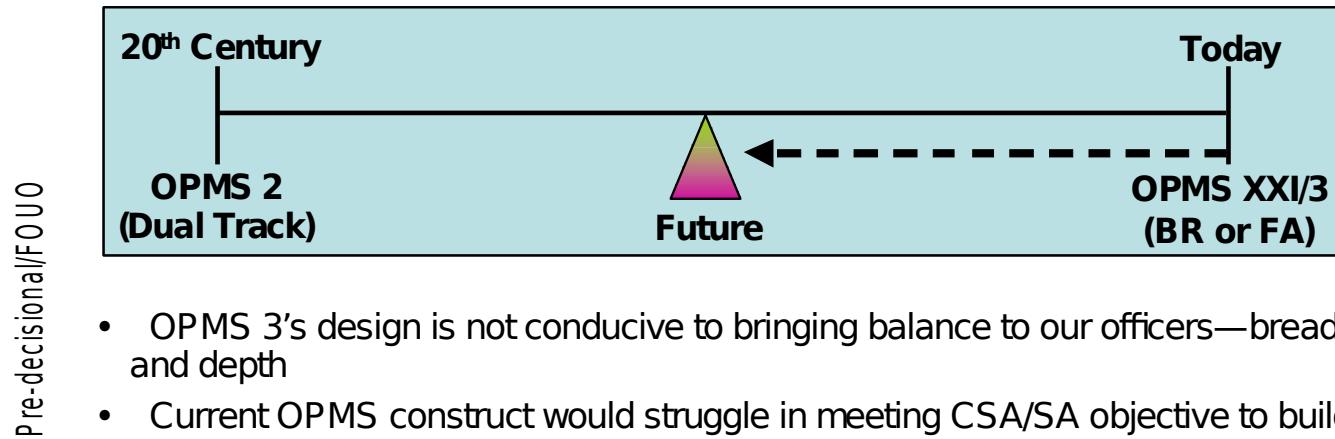
- Review and recommend changes for management and development of the Officer Corps that
  - Develop skills required, today and tomorrow, and groups skills functionally to meet Army requirements
  - Shift career paths--less prescriptive and less timeline driven
  - Acquire, develop, and retain professionals with a Warrior Ethos and inspired to a lifetime of service
- Institutionalize an adaptive process to manage the change required to maintain the long term health of the Officer Corps

**All viewed through a Warrior Ethos lens for a Campaign-quality, Joint and Expeditionary Army at War**

**Extract from: OPMS 3 Update OASA (ALT) Senior Leader Development Meeting 15 Aug 05**



## **“Getting The Balance”**



Pre-decisional/FOUO

- OPMS 3's design is not conducive to bringing balance to our officers—breadth and depth
- Current OPMS construct would struggle in meeting CSA/SA objective to build “pentathletes”
  - Multiple career paths
  - Less prescriptive requirements for officers
  - Increased flexibility in position coding
- Doctrinally (both Joint and Army) OPMS 3 design is not functionally aligned

**Develop Pentathletes**

**Extract from: OPMS 3 Update OASA (ALT) Senior Leader Development Meeting 15 Aug 05**



## Army Leaders in the 21<sup>st</sup> Century “The Pentathlete”



### Multi-skilled Leader

- Strategic & creative **thinker**
- **Builder** of leaders and teams
- Competent full spectrum **warfighter** or accomplished professional who supports the Soldier
- Effective in **managing, leading & changing** large organizations
- Skilled in governance, **statesmanship**, and diplomacy
- Understands **cultural context**, and works effectively across it

### Leader Attributes

- **Decisive**, with integrity and character
- **Confident** and **competent** decision-maker in uncertain situations:
  - **Prudent risk taker**
  - **Innovative**
  - **Adaptive**
- Empathetic
- **Professionally educated** and dedicated to **life-long learning**
- **Effective communicator**

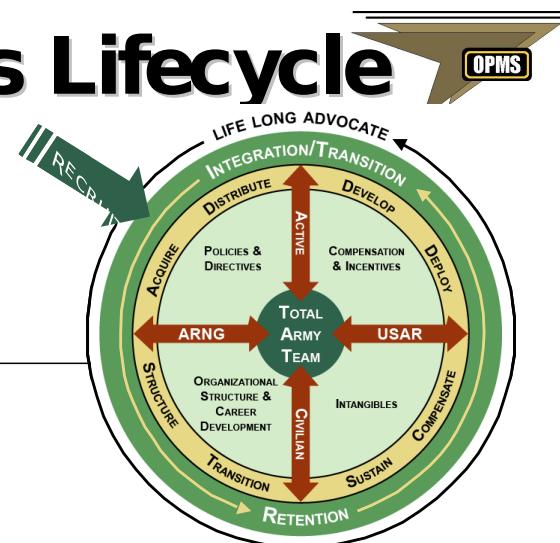
Personifies the **Warrior Ethos** in all aspects, from war fighting to statesmanship to enterprise management... It's a way of life

**Extract from: OPMS 3 Update OASA (ALT) Senior Leader Development Meeting 15 Aug 05**



# The Pentathlete's Lifecycle

OPMS



## ACQUIRE:

- USMA, ROTC, OCS
- Direct Appointments
- Educational Requirements
- Representation

## DEVELOP

- Mentoring
- Military Education
- Civilian Education
- Cultural Awareness
- Technical Expertise
- Leadership Experience
- J IIM Experience

## ASSIGNMENTS:

- Generalists & Specialists
- Competency - focused Career Fields
- Skill, Multi-Function, J IIM

## TRANSITION:

- Perform and Stay
- Lifetime of Service
- Extended Service Incentives
- Retirement Benefits

## PROMOTE:

- Requirements-Based
- Development vs. Timeline
- Bands vs. Year Groups
- "Perform and Stay" vs. "Up or Out"

## COMPENSATE:

- Salary and Benefits
- Proficiency Pay
- Family/Lifestyle Support
- Intangibles

# **BACKUP**

## Frequently Asked Questions p 1 of 2

**Q: The Level 1 contracting courses of AABC/FA51 BQC don't match what is in Appendix B of the DAU catalog - do students get equivalency for Level 1 Contracting Training?**

**A: Yes. DAU catalog Appendix A says that AABC CON 101 course suffices for CON 110, 111, and 112 and CON 104 suffices for CON 120, and Appendix C says AABC has equivalency for CON 101 & 104 until SEP 06. The new Level 1 contracting courses will be implemented into the AABC module prior to JAN 2006.**

**Q: Can civilians or NCOs attend the FA51 BQC?**

**A: Yes, civilians can although it is not yet in ACTEDS. Many contracting interns and CCO NCOs have attended AABC.**

**Q: Can Huntsville ALMC provide onsite training?**

**A: Yes, if properly coordinated in advance, the AABC module of the FA51 BQC can be taught onsite if the command is willing to pay the TDY expenses for instructors and material shipping cost**

**Q: Why don't Acquisition officers attend CGSC at Fort Leavenworth anymore?**

**A: The G-3 ILE implementation message generally restricts CGSC at FLW to Operations Career Field (with a few exceptions) and directs Other-than-operations to attend ILE at one of four course locations**

## Frequently Asked Questions p 2 of 2

**Q: Are the courses in ATRRS?**

**A: Yes, all the courses that comprise BQC and IQC are in now in ATRRS**

**Q: What authorizes or requires us to create the FA 51 IQC?**

**A: The G-3 ILE implementation message requires each functional area proponent to design functional-area specific training for their population**

**Q: Can civilians attend the FA51 IQC:**

**A: Potentially on a space available basis. Priority is given to officers who need it for MEL 4. We are looking at the possibility of incorporating IQC for selected CDGs in the PM track**

**Q: 15 minutes is not enough time to cover this topic. Who should I contact if I want more information on FA51 BQC and IQC, or would like to provide feedback or input?**

**A: The proponent at ASC for both courses is MAJ Aaron Brown, [\(aaron.m.brown@us.army.mil\)](mailto:aaron.m.brown@us.army.mil), (703) 805-1236**

**The FA51 BQC Course Director is Mr. Joe East,  
[\(joe.east@us.army.mil\)](mailto:joe.east@us.army.mil), (256) 864-1825**

**The FA51 IQC Course Manager for UT Austin is Mr. Bob Riffle, [\(bob\\_riffle@iat.utexas.edu\)](mailto:bob_riffle@iat.utexas.edu), (512) 232-4560**